



Child Protection and Safeguarding Policy

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1. Definitions

1.1 'Safeguarding' is defined in keeping children safe in education [2023] as;

- protecting children from maltreatment
- Preventing impairment of children's mental and physical health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

1.2 'Child protection' is the intervention that occurs when children have been significantly harmed or are at risk of a significant harm.

1.3 'Child' refers to everyone under the age of 18.

1.4 'Parent' refers to birth parents and other adults in a parenting role for example adoptive parents step parents and foster carers

1.5 'staff' or 'members of staff' refers to all teaching, non-teaching, support, volunteers, committee members and trustees working in or on behalf of Madrasah Zeenatul Islam.

1.6 within this policy, we use the term 'victim', although it is recognised that not everyone considers themselves to be a victim or would want to be described in this way. We also recognise the importance of not using the terminology of 'perpetrator' in relation to children in cases where the behaviour can be harmful to both parties. The appropriate use of terminology will be determined on a case by case basis.

2. Introduction

2.1 We recognise that safeguarding and child protection, and promoting the welfare of our children is an essential part of our duty of care to all students. As such, all staff have a responsibility to provide a safe environment in which children can learn. We understand that safeguarding, child protection and promoting the welfare of all children is everyone's responsibility and everyone has a role to play in protecting children. We recognise that our Madrasah is part of a wider safeguarding system for children and work closely with other agencies to promote the welfare of children. We maintain an attitude of 'it could happen here' and will consider what is in the best interests of each child in line and upholding the Human Rights Act 1998 and Equality Act 2010.

2.2 The purpose of this policy is to;

- Promote safeguarding and child protection and to demonstrate Madrasah Zeenatul Islam's commitment to keeping children safe.
- Provide all members of staff with the information required to meet their safeguarding duty and protect children from harm.
- Provide stakeholders with clear information relating to Madrasah Zeenatul Islam's safeguarding and child protection procedures.
- Ensure that staff understand, can recognise and can respond to the indicators of abuse, exploitation or neglect.
- Ensure that all staff are aware of their mandatory reporting duty in relation to section 5B of the Female Genital Mutilation Act 2003; and
- Ensure that children are protected from maltreatment or harm.

2.3 Madrasah Zeenatul Islam is committed to the following principles;

- All children have the right to be protected from harm.
- Children should feel safe and secure and cannot learn unless they do so.
- All staff are responsible for keeping children safe and have a responsibility to act if they think a child is at risk of harm.
- All staff take on responsibility to promote children's welfare.
- Providing support to families and/or children as soon as a problem emerges is essential to improving outcomes for children and families.

2.4 Safeguarding aims

The safeguarding aims of Madrasah Zeenatul Islam, in line with Keeping Children Safe in Education (September 2023) are to;

- Work to identify children who are suffering or likely to suffer abuse exploitation or neglect and act to protect them.
- Work with relevant services and agencies to ensure that children are protected from harm.
- Provide a learning environment for children which is safe and secure.
- Teach children how to keep themselves safe and provide structures for them to raise concerns if they're worried or at risk of harm.
- Support children's mental health and well-being.
- Ensure that we adhere to safer recruitment guidance and legislation, deal promptly with allegations of abuse against staff and take bullying and harassment seriously.
- Train staff effectively in all safeguarding issues and in their responsibilities for identifying and protecting children that are or may be at risk of harm.
- Have a designated safeguarding lead who will provide support to staff, students, and families.
- Recognise that all children may be vulnerable to abuse but be aware that some children have increased vulnerabilities due to special educational needs or disabilities.
- Maintain a robust recording system for any safeguarding or child protection information.
- Ensure that everyone at Madrasah Zeenatul Islam understands the safeguarding procedures.
- Regularly review policies and procedures to ensure that children are protected to the best of our ability.

2.5 This policy adheres to the following documents;

[Keeping children safe in education \(2023\)](#)

[Working together to safeguard children 2018 \(updated 2022\)](#)

[What to do if you're worried a child is being abused: advice for practitioners \(2015\)](#)

2.6 We continue to work closely with the Local Authority and the Coventry Safeguarding Children Partnership to safeguard children across the city.

2.7 Please note that there are a number of other documents that inform our policy and practice.

2.8 Scope

2.8.1 this policy applies to all teaching, non teaching, support, temporary staff, volunteers, committee member and trustees working in or on behalf of Madrasah Zeenatul Islam. All references in this document to 'staff' or 'members of staff' should be interpreted as relating to the aforementioned unless otherwise stated.

2.8.2 Rather than duplicating content from Keeping Children Safe in Education (September 2023) in this policy, it should be understood that Madrasah Zeenatul Islam will always refer to this document as the benchmark for all safeguarding practice.

3 Roles and Responsibilities

3.1 **Anjuman – E – Gujarati Muslim Society (The Governing Body)** have a strategic leadership responsibility for our safeguarding arrangement. We have a senior board level lead role carried out by **Maulana Muhammad Takolia** in his role as President of the Anjuman. Part 2 of Keeping Children Safe in Education (September 2023) sets out the responsibilities of the Governing Body, and they will;

- Have a strategic leadership responsibility for Madrasah Zeenatul Islam's safeguarding arrangements.
- Aware of the obligations under the Human Rights Act 1998 and the Equality Act 2010
- Ensure that they comply with their duties under legislation.
- Ensure a whole Madrasah approach to safeguarding, including the use of mobile and smart technology in Madrasah.
- Ensure that policies, procedures and training at Madrasah Zeenatul Islam are effective and comply with the law at all times and that they allow concerns to be responded to in a timely manner.
- Ensure Madrasah Zeenatul Islam consider local authority and Coventry Safeguarding Children Partnership policies and supply information as requested by the three safeguarding partners [the local authority, a clinical commissioning group for an area within the local authority and the chief officer of police for police area within the local authority).
- Ensure Madrasah Zeenatul Islam have an effective child protection policy, that is published and review this annually.
- Ensure that Madrasah Zeenatul Islam have a staff behaviour policy or code of conduct which refers to low level concerns, allegations against staff and whistle blowing procedures alongside acceptable use of technologies.
- Ensure that all staff undergo safeguarding and child protection training on induction (including online safety and filters and monitoring processes) and this is regularly updated.
- Ensure Madrasah Zeenatul Islam contribute to multi agency working in line with statutory guidance.
- Ensure that there are clear systems and processes in place for identifying when children may be experiencing mental health problems.
- Ensure that children are taught about safeguarding, including online safety as a whole Madrasah approach and curriculum planning but recognising that one-size-fits-all approach may not be appropriate for all children.
- Put in place and follow appropriate safeguarding responses for children who are absent from education.

- Appoint an appropriate member of staff from the senior leadership team to the role of Designated Safeguarding Lead.
- Understand the local criteria for action and local protocol for assessment.
- Recognise the importance of information sharing between practitioners and local agencies but take a risk based approach to level of information that is provided to temporary staff, volunteers and contractors.
- Ensure that appropriate filters and monitoring systems are in place to keep children safe online and share information regarding online abuse and risks including where to access advice with parents and carers.
- Respond to allegations of abuse against the Principal whilst ensuring that there are procedures in place to manage safeguarding concerns, or allegations against staff (including temporary staff volunteers and contractors).
- Ensure safer working practices embedded and effective within policies.

3.2 THE ROLE OF THE PRINCIPAL

The Principal (Currently **Mufti Iqbal Gangat**) will

- Ensure that this policy is reviewed annually at minimum and ratified by the Anjuman.
- Ensure that this policy and associated procedures are adhered to by all staff.
- Ensure that all staff are made aware of the named Designated Safeguarding Lead.
- Ensure that the role of a 'Designated Safeguarding Lead' is explicit in the role holders job description.
- Decide whether to have one or more deputy safeguarding leads and ensure that they are trained to the same standard as a Designated Safeguarding Lead.
- Organise appropriate cover for the role of designated safeguarding lead for any out of hour/out of term activities.
- Appoint a 'Designated Teacher' for, Looked-After and Previously Looked After Children to promote the educational achievement of children looked after.
- Appointed a lead for online safety (DSL Will still retain ultimate responsibility for this).
- Promote a whole Madrasah approach to safeguarding.
- Promote resilience to social and emotional well-being, which is tailored to the needs of the children.
- Ensure that all recruitment follows the 'Safer Recruitment' guidance, and a single, central record is maintained with the details of all members of staff who are in contact with children.
- Respond to low level concerns and allegations of abuse against all other members of staff, including temporary staff, Volunteers and any other staff.
- Refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required.
- Ensure that the Madrasah collaborates with the Children's Services, the Police, Health services and other services to promote the welfare of children. provide a coordinated offer of early help assessments when need is identified. Contribute to inter-agency plans for children subject to child protection plans and to protect children from harm.
- Ensure that Children's Services (From the host local authority or placing authority) have access to Madrasah Zeenatul Islam to conduct or to consider whether to conduct a Section 47 or Section 17 assessment as per Keeping Children Safe in Education (September 2023).

3.3 THE ROLE OF THE DESIGNATED SAFEGUARDING LEAD

- The Designated Safeguarding Lead's for Madrasah Zeenatul Islam is currently **Hafez Jabir Khalifa**. The Designated Safeguarding Lead will:
- Take the overall lead responsibility for safeguarding and child protection, including online safety and filters and monitoring.
- Liaise with Safeguarding Partners and work with other agencies in line with Working Together to Safeguard Children (2018).
- Always be available during term time (during Madrasah hours) for staff at Madrasah Zeenatul Islam to discuss safeguarding concerns. In the event that they are not available, a deputy will be made available.
- Undergo training to provide them with the knowledge and skills required to carry out this role.
- Act as a source of support and expertise on matters relating to safeguarding and child protection to ensure that other members of staff can carry out their safeguarding duty.
- Be best placed to advise on the response to safeguarding concerns.
- Act as a point of contact with the safeguarding partners.
- Identify if children may benefit from early help.
- Make referrals to Coventry 's Multi Agency Safeguarding Hub (MASH). Where children have been harmed or are at risk of significant harm.
- Make referrals to the Channel programme where there is a radicalisation concern and all support staff that make a referral to Channel.
- Support the Madrasah with regards to their responsibilities under the Prevent duty and provide advice and support on protecting children from radicalisation.
- Refer cases to the Police where a crime may have been committed.
- Provide staff in Madrasah with the knowledge, skills and support required to safeguard children.
- Take responsibility for the accurate and timely recording of safeguarding and child protection concerns and take overall responsibility for safeguarding and child protection files.
- Take responsibility for the transfer of safeguarding files when a child leaves Madrasah Zeenatul Islam.
- If required, attend or ensure an appropriate representative attends multi agency safeguarding or child protection meetings.
- Promote supportive engagement with parents and or carers in safeguarding and promoting the welfare of children.
- Help to promote educational outcomes of children who have experienced or experiencing safeguarding or child protection issues by sharing relevant information with teachers and the Madrasah leadership team.
- Promotes a culture of safeguarding in which every member of Madrasah Zeenatul Islam acts in the best interests of the child.
- Ensuring Madrasah Zeenatul Islam knows who its cohort of children have or have had a social worker and understanding their academic progress and attainment and maintaining a culture of high aspirations.
- Regularly meet (Every half term at a minimum.) With the safeguarding link of the Anjuman.
- Liaise with the Principal regarding safeguarding cases and issues.

3.4 THE ROLE & RESPONSIBILITIES OF ALL STAFF WITHIN MADRASAH ZEENATUL ISLAM

Madrasah staff play a particularly important role because they are in a position to identify concerns early in order to provide help for children. All staff at Madrasah Zeenatul Islam:

- Have a responsibility to provide a safe environment where children can learn.
- Will be able to identify indicators of abuse, exploitation or neglect with an awareness of safeguarding issues that put children at risk of harm and behaviours associated with these risks.
- Should know what to do if a child tells them that he or she is being abused or neglected, but that children may not feel ready or know how to tell someone that they are being abused, exploited or neglected and or recognise their experience as harmful.
- Would be aware of indicators of child on child abuse and procedures to deal with this.
- All staff, but especially the DSL and deputies, will also consider whether children are at risk of abuse or exploitation in situations outside their families.
- Will be made aware of the safeguarding and child protection policy, the Madrasah behaviour policy & the staff behaviour policy. The role of the designated safeguarding lead and systems at Madrasah Zeenatul Islam That supports safeguarding and child protection.
- Will receive regularly updated safeguarding and child protection training, including online safety.
- Will receive safeguarding updates throughout the year as part of continuous professional development.
- Should be able to contribute to the development of safeguarding policy and practice.
- Would be made aware of the early help assessment process and understand their role in it.
- Should be prepared to identify children who may benefit from early help and will discuss early help requirements with the safeguarding lead in the first instance.
- May be required to support social workers and other agencies following a referral.
- Will be made aware of the process for making referrals to children's services (through the MASH), Understand strategy, assessments, and the role that they may be expected to play in such assessments.
- Should be prepared to make referrals to the MASH if they have concerns about a child's welfare and understand the role that they may be expected to play in such assessments.
- Understands the referrals process to the (LADO) and the role they play, should they have concerns or allegations are made against any member of staff.
- Should always seek advice from the designated safeguarding lead if they are unsure.
- All teachers should safeguard children's well-being and maintain public trust in the Madrasah as part of their professional duties.

3.5 Multi – Agency Working

The Madrasah is committed to multi agency working and operates under Working Together to Safeguard Children (2018) and local safeguarding arrangements.

The Madrasah will work with the children’s services, the Police, and other relevant agencies to promote the welfare of children and protect them from harm.

4. Types of Abuse

4.1 All staff will be trained in indicators of abuse, exploitation and neglect and should be able to recognise signs of these. We recognise that abuse, exploitation, and neglect along with other safeguarding issues are complex and often multidimensional and therefore don’t fall solely under one category. Types of abuse or harm can take many forms including directly inflicting harm on a child or failing to protect a child from harm online as well as face to face both inside and outside of the Madrasah as well as online, including the multi-faceted occurrence of factors causing emotional harm.

The four main types of abuse that staff are trained to recognise are;

- Physical abuse;
- Sexual abuse;
- Emotional abuse;
- Neglect.

4.2 Types of abuse (Taken from Keeping Children Safe in Education, 2023)

Types of abuse	Information
Abuse	A form of maltreatment of a child. Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Harm can include ill treatment that is not physical as well as the impact of witnessing ill treatment of others. This can be particularly relevant, for example, in relation to the impact on children of all forms of domestic abuse. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by an adult or adults or by another child or children.

Physical abuse	A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.
Emotional abuse	The persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Sexual abuse	Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing, and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children. The sexual abuse of children by other children is a specific safeguarding issue in education and all staff should be aware of it and of their Madrasahs policy and procedures for dealing with it.
Neglect	The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy, for example, as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate caregivers); or ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

4.3 If a child is in immediate danger or at risk of harm, a referral will be made to children's services (through the MASH) and any member of staff can make this referral. A Designated Safeguarding Lead should be always available, but in exceptional circumstances the member of staff should speak to a member of the Madrasah Management Team or seek advice directly from Children's Service and then take appropriate action. The Designated Safeguarding Lead should be made aware as soon as possible.

4.4 Staff, parents and the wider community should report any concerns that they have about the welfare of children, however minor or seemingly insignificant. Staff should not assume that someone else will report concerns.

4.5 The Madrasah recognises that any child can be the victim of abuse and may benefit from early help. However, the Madrasah will be particularly vigilant to potential need for early help if a child;

- is disabled or has certain health conditions and has specific additional needs;
- has special educational needs (whether or not they have a statutory education, health and care plan);
- has a mental health need;
- is a young carer;
- is showing signs of being drawn in to anti-social or criminal behaviour, including gang involvement and association with organised crime groups or county lines;
- is frequently missing/goes missing from care or from home;
- is a risk of modern slavery, trafficking, sexual or criminal exploitation;
- is misusing drugs or alcohol themselves;
- has a family member in prison, or is affected by parental offending;
- is in a family circumstance presenting challenges for the child, such as substance abuse, adult mental health problems or domestic abuse;
- has returned home to their family from care;
- is showing early signs of abuse and/or neglect;
- is at risk of being radicalised or exploited;
- is at risk of 'honour-based' abuse such as Female Genital Mutilation or Forced Marriage;
- is persistently absent from education, including persistent absences for part of the Madrasah day.
- is a privately fostered child.

4.6 The Madrasah recognises that abuse can take many different forms. Staff will also receive training on the following issues and action will be taken if the Madrasah believes that a child is at risk of or is the victim of;

- bullying, including cyber- or online-bullying;
- child criminal exploitation and sexual exploitation (including involvement in county lines);
- domestic abuse;
- emotional abuse;
- fabricated or induced illness;
- faith-based abuse;
- female genital mutilation;
- forced marriage;
- gangs or youth violence;
- gender-based violence;
- hate;
- mental health;
- neglect;
- peer on peer abuse;
- physical abuse;
- radicalisation;
- relationship abuse;
- serious violence and harassment;
- sexual abuse;
- sexual violence or sexual harassment (including peer on peer abuse);
- sharing of consensual or non-consensual nude and semi-nude images/videos;
- So-called 'honour-based' abuse;
- trafficking and modern slavery.

4.7 Children potentially at greater risk of harm

4.7.1 The Madrasah recognises that some children need a social worker due to abuse, neglect or complex family circumstances and that abuse and trauma can leave children vulnerable to further harm, as well as educational disadvantage.

4.7.2 The Designated Safeguarding Lead will hold information relating to social workers working with children in the Madrasah.

4.7.3 This information will inform decisions about safeguarding and promoting welfare (including the provision of support).

4.8 Children requiring Mental Health support.

4.8.1 The Madrasah recognises that safeguarding and promoting the welfare of children includes preventing the impairment of children's mental health or development.

4.8.2 All staff will be aware that mental health problems may be an indicator that a child is suffering or is at risk of suffering abuse, neglect or exploitation.

4.8.3 Staff will not attempt to make a diagnosis of a mental health problem unless they are appropriately trained.

4.8.4 We recognise that staff are well-placed to observe behaviour that may indicate that a child is experiencing a mental health problem or is at risk of developing one. There are clear systems and processes in place for identifying possible mental health problems. If staff are concerned that a child is suffering a mental health problem, they should report their concerns to the designated safeguarding lead. Support and further guidance will be provided.

4.8.5 If staff are concerned that a child is experiencing a mental health problem that is also a safeguarding concern, they must report this to the Designated Safeguarding Lead immediately.

5 Responding to signs of abuse.

5.1 If a member of staff, parent or member of the public is concerned about a child's welfare, they should report it to the designated safeguarding lead as soon as possible. On occasions when the designated safeguarding lead is not available, it should be reported to the Madrasah Principal without delay. Although any member of staff can make a referral to Children's Services where possible there should be a conversation with the Designated Safeguarding Lead.

5.2 If anyone other than the Designated Safeguarding Lead makes a referral to Children's Services or to the police, they should inform the DSL as soon as possible.

5.3 All staff will be alert to indicators of abuse and will report any of the following to the Designated Safeguarding Lead immediately;

- Any concern or suspicion that a child has sustained an injury outside what is reasonably attributable to normal play;
- Any concerning behaviours exhibited by children that may indicate that they have been harmed or are at risk of harm, including unusual changes in mood or behaviour, concerning use of language and/or concerning drawings or stories.
- Any significant changes in attendance or punctuality;
- Any significant changes in a child's presentation;
- Any concerns relating to people who may pose a risk of harm to a child; and/or
- Any disclosures/allegations of abuse that children have shared.

5.4 There will be occasions where a child discloses/alleges abuse directly to a member of staff. If this happens, the member of staff will;

- listen carefully to the child and believe what they are saying;
- not promise confidentiality, as information may need to be passed on so the child and family can receive additional support;
- only ask for clarification if something is unclear and will not ask 'leading' questions;
- report disclosure to the designated safeguarding lead as soon as possible, certainly by the end of the Madrasah day;
- only discuss the issue with colleagues that need to know about it; and
- will write up the disclosure and pass it to the designated safeguarding lead. It is likely they will have had a discussion with the DSL prior to this but delay should be avoided.

5.5 The designated safeguarding lead will make a decision about the action that needs to be taken following a member of staff raising a concern about a child, or following a direct disclosure recording a clear rationale. The DSL may consider the following options;

- Managing support for the child internally within Madrasah;
- Seek advice from the social worker advice line in the MASH;
- In cases where children are deemed to be at significant risk of harm, the DSL will refer cases to the MASH for consideration for statutory intervention. Parental consent will be obtained wherever possible before referring cases to the MASH. However, if Madrasah Zeenatul Islam is worried that telling parents will mean the child is at greater risk of harm, we may do this without informing them.
- If parents do not consent to a referral but the Madrasah believes that a child is at significant risk of harm, a referral will still be made to Children’s Services.

5.6 For further information about the Coventry Safeguarding Children Partnership’s ‘Right Help, Right Time’ guidance, which is used by Madrasah Zeenatul Islam to make decisions about protecting children, please visit <https://www.coventry.gov.uk/coventry-local-safeguarding-children-board/right-help-right-time>

5.7 In cases where members of staff become aware that Female Genital Mutilation (FGM) has been carried out on a female below the age of 18, they have a mandatory duty to report this to the police without delay and will do so. Staff should refer this to the DSL first, but the legislation requires regulated health and Children’s Service professionals and teachers in England and Wales to make a report to the police where, in the course of their professional duties, they either;

- are informed by a girl under 18 that an act of FGM has been carried out on her; or
- observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and they have no reason to believe that the act was necessary for the girl’s physical or mental health or for purposes connected with labour or birth.

If you believe a child is at risk of FGM, a referral to the MASH is also required.

5.8 Madrasah Zeenatul Islam is subject to a duty under section 26 of the Counter-Terrorism and Security Act 2015 in the exercise of their functions to have “due regard” to the need to prevent people from being drawn into terrorism.

5.9 If any member of staff is unsure about signs of abuse or neglect, they should speak to the Designated Safeguarding Lead.

5.10 Child-on-Child Abuse

5.10.1 Madrasah Zeenatul Islam understands that both adults and other children can perpetrate abuse, and can happen inside and outside of Madrasah, online or face to face. Child-on-Child abuse is taken very seriously and can include bullying (including cyber-bullying, prejudice-based and discriminatory bullying), abuse in intimate personal relationships between children, physical abuse, sharing of consensual or non-consensual images of videos, causing someone to engage in sexual activity without consent, sexual violence and/or harassment, upskirting, and initiation/hazing ceremonies. The Madrasah recognises that safeguarding issues can manifest as child-on-child abuse.

5.10.2 All members of staff will be made aware of the Madrasah's policy and procedures with regards to child-on-child abuse. The Madrasah will ensure staff understand what is meant by child-on-child abuse and the Madrasah policy on child-on-child abuse by training staff of what child on child abuse exactly is. Provide a range of scenarios so everyone fully understands. Madrasah will carry out assessments throughout the academic year to ensure staff are up to date on relevant policies and procedures.

5.10.3 The Madrasah will work to prevent child-on-child abuse by investigating thoroughly when an incident occurs. All parties will be investigated, and parents will be informed of the outcome. Staff will be aware of child-on-child abuse and will be monitoring incidents within their class. The Madrasah will not accept child on child abuse as banter.

5.10.4 Although it is recognised that if there are no reported cases, such abuse may still be taking place. If an allegation of child-on-child abuse is made, Madrasah Zeenatul Islam will investigate this and speak to all children involved, including witnesses. This will be reported to the Principal, other members of the management team and parents will also be informed. If the incident needs to be escalated, then it will be referred to the relevant services.

5.10.5 In the event that an allegation of child-on-child abuse is made, victims, alleged perpetrators and any other children affected will be supported by the Madrasah and referral to the MASH will be considered.

5.10.6 Madrasah Zeenatul Islam will never pass off child-on-child abuse as 'banter', 'having a laugh', 'part of growing up' or other such terminology that does not recognise the harm caused. There should be a Zero-tolerance approach as lack of response could lead to a culture of unacceptable behaviours. It is recognised with this, that all child-on-child abuse is unacceptable and will be taken seriously.

5.10.7 Madrasah Zeenatul Islam will adhere to guidance set out in Keeping Children Safe in Education (2022) and Sexual Violence and Sexual Harassment in Madrasahs (September 2021) when responding to incidents of child-on-child abuse.

5.10.8 All staff will be made aware that 'upskirting' is a criminal offence.

5.11 Child Sexual Exploitation (CSE) and Child Criminal Exploitation (CCE)

5.11.1 Both CSE and CCE are forms of abuse that occur when an individual or group take advantage of an imbalance in power to coerce, manipulate or deceive a child into taking part in sexual or criminal activity, in exchange for something the victim needs or wants, and/or for the financial advantage or increased status of the perpetrator through violence or threat of violence. CCE and CSE can affect both males and females and can include children that have been moved for the purpose of exploitation (trafficking).

5.11.2 CCE can include children being forced or manipulated into transporting drugs or money through county lines, working in cannabis factories, shoplifting, or pickpocketing, vehicle crime, threatening violence on others or even carrying weapons.

5.11.3 The Madrasah is responsible for recognising that children involved in CCE are victims of exploitation and should be recognised as such due to the harm they have experienced even if they appear to have consented to the criminal activity.

5.11.4 CSE is a form of child sexual abuse including physical contact and non-contact online activities including the internet or by phone. This can happen over time or as a one off and may happen without the child recognising this as abuse or harmful.

5.11.5 The Madrasah recognises that children of the age of 16 and 17 who can legally consent to a sexual relationship may also be the victims of CSE but may not recognise this.

5.12 Sharing of consensual or non-consensual nude and semi-nude images or videos

5.12.1 "Sharing of consensual or non-consensual nude and semi-nude images or videos" refers to any sharing of youth produced sexual imagery between children. This includes;

- A person under the age of 18 creating and sharing sexual imagery of themselves with a peer under the age of 18;
- A person under the age of 18 sharing sexual imagery created by another person under the age of 18 with a peer under the age of 18 or an adult;
- A person under the age of 18 being in possession of sexual imagery created by another person under the age of 18.

5.12.2 The Madrasah has a responsibility to educate children in the risks relating to 'sharing consensual or non-consensual nude images or videos' and how to keep themselves safe online.

5.12.3 Any incidents or suspected incidents of 'sharing consensual or non-consensual nude images or videos' should be reported to the DSL without delay.

5.12.4 Once reported to the DSL, the DSL will decide on the appropriate course of action. This could include;

- Referrals to the MASH in regards to all parties involved (also the police if an urgent response required);
- Confiscation of mobile phones in line with guidance 'Searching, Screening and Confiscation, (January 2018);
- Support for young people involved to prevent reoccurrence;
- Sanctions in accordance with the Madrasah Zeenatul Islam behaviour policy;

5.12.5 Any incidents of 'sharing consensual or non-consensual nude images or videos' involving the following will result in a MASH and sometimes a Police referral;

- Adult involvement;
- Coercion or blackmail;
- Children under the age of 13;
- Extreme, or violent content;
- Immediate risk of harm.

5.12.6 Staff will not view images or videos on pupil devices. Confiscated devices will be stored securely and passed to the relevant agencies.

5.12.7 We will work with parents as necessary if their child is involved in the sharing of consensual or non-consensual nude images or videos.

5.12.8 We operate a culture of safeguarding and young people should feel confident to disclose if they have sent an inappropriate image of themselves. Children will always be supported to retrieve and delete the images.

5.13 Domestic Abuse

5.14.1 Domestic abuse can be a single incident or a pattern of incidents. It can also include psychological, physical, sexual, financial, or emotional acts of abuse.

5.14.2 The Madrasah recognises that children can be a victim of Domestic Abuse by seeing, hearing, or experiencing the effects or suffering domestic abuse in their own personal relationships. These all have a detrimental impact on children's health, wellbeing, development, and ability to learn. If we receive a notification of domestic violence and the child is not in Madrasah and we are unable to make contact with parent, the Madrasah may carry out a welfare home visit.

5.14 Searching, Screening and Confiscation

5.15.1 Where necessary, searching, screening and confiscation will be used to safeguard a child/children in Madrasah Zeenatul Islam.

5.15.2 Madrasah Zeenatul Islam adheres to Searching, Screening and Confiscation: Advice for Schools (January 2018). <https://www.gov.uk/government/publications/searching-screening-and-confiscation>

5.15 Online Safety

5.15.1 The Madrasah recognises that in today's world, children need to be safeguarded from potentially harmful and inappropriate online material with many children having unlimited and unrestricted access to the internet via their mobile phone. The breadth of issues can be categorised currently into four areas of risk as taken from Keeping Children Safe in Education 2023:

- Content – being exposed to illegal, inappropriate, or harmful content (pornography, fake news, racism, misogyny, self harm, suicide, radicalisation, and extremism)
- Contact – being subject to harmful online interaction with other users (peer to peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit)
- Conduct – online behaviour that increases the likelihood of, or causes, harm (making, sending, and receiving explicit images)
- Commerce – risks such as online gambling, inappropriate advertising, phishing and or financial scams

5.15.2 The Madrasah understand that the above can take place on a student's phone or smart device (including smart watches) whilst at Madrasah or elsewhere. The Madrasah have responded to this by having a whole Madrasah approach to online safety which aims to protect and educate students, parents and staff in their use of technology.

5.15.3 The Madrasah has also established mechanisms to identify, intervene in and escalate any concerns highlighted through our filter and monitoring systems for both staff and students. The effectiveness of this is regularly reviewed with staff are aware of how to escalate concerns.

5.16 To raise concerns about children, members of staff should contact the Multi-Agency Safeguarding Hub (MASH) by telephone to discuss the referral. They should then complete the online Multi-Agency Referral Form (MARF) and submit this to the MASH. The Madrasah will follow up referrals if we do not receive feedback from Children's Services to ascertain the outcome of all referrals.

MASH Telephone number: 02476 788 555

MASH online referral form: <http://www.coventry.gov.uk/safeguardingchildren>

Out of hours Emergency Duty Team: 02476 832 222

Prevent/Channel Referrals: Refer to MASH (mash@coventry.gov.uk) and to CTU_GATEWAY@west-midlands.pnn.police.uk

5.17 If a child's situation does not appear to be improving following a referral, the Madrasah may re-refer the child.

6 Record-keeping

6.1 All concerns, discussions and decisions made will be recorded in writing and kept confidential and stored securely.

6.2 A written record of all safeguarding and/or child protection concerns, discussions and decisions made will be kept in individual children's file records. This will be separate from the main Madrasah file and will only be accessed by the relevant safeguarding staff.

6.3 Madrasah Zeenatul Islam keeps all safeguarding files electronically.

6.4 Staff will submit all concerns in writing to the DSL at the earliest opportunity. This may be after having a verbal conversation, but conversations will also be followed up in writing.

6.6 The Madrasah will seek to hold at least two emergency contacts for every child.

6.7 All data processed by Madrasah Zeenatul Islam is done so in line with the General Data Protection Guidelines and the Data Protection Act (2018).

7 Staff training

7.1 In order for staff to be able to understand and discharge their safeguarding and child protection duties, Madrasah Zeenatul Islam has committed to training staff throughout the academic year. All staff members will be made aware of Madrasah Zeenatul Islam's safeguarding processes and structures and will receive training on these as part of their induction. As part of this training and their annual refresher, they will also receive;

- This 'Safeguarding and Child Protection Policy';
- The staff Code of Conduct
- The Madrasah Behaviour Policy

7.2 Staff at Madrasah Zeenatul Islam will take part in;

- Staff safeguarding training
- DSL Briefings
- New staff safeguarding induction
- Refresher training

7.3 Madrasah Zeenatul Islam recognises that children may engage in risky behaviours that may put them at additional risk of danger. These can include drug taking, alcohol abuse, truanting and the sharing of consensual or non-consensual nude images or videos. Staff will also be trained in these areas in order to be able to further recognise if a child is at risk of harm

7.4 All staff are aware that children may not feel ready or know how to tell someone that they are being abused, exploited, or neglected, and/or they may not recognise their experiences as harmful. For example, children may feel embarrassed, humiliated, or being threatened.

This could be due to their vulnerability, disability and/or sexual orientation or language barriers. This should not prevent staff from having a professional curiosity and speaking to the DSL if they have concerns about a child. It is also important that staff determine how best to build trusted relationships with children and young people which facilitate communication.

8 Safer Recruitment

8.1 Madrasah Zeenatul Islam is committed to providing children with a safe environment, in which they can learn. We take safer recruitment seriously and all staff are subject to the following checks;

- Identity check;
- DBS clearance;
- Prohibition from teaching checks (where required);
- Barred List check;
- Section 128 checks (as required - leadership and management);
- Reference check (two references required);
- Professional qualifications check-;
- Right to work in the UK check;
- Further checks for those who have lived outside the UK;
- Disqualification Under the Childcare Act 2006 checks (as required); and
- Verification of the candidate's mental and physical fitness may also be sought.

8.2 A record of all checks completed for members of staff will be recorded.

8.3 All new members of staff will be required to obtain DBS clearance. Madrasah Zeenatul Islam reserves the right to re-check DBS clearance for any member of staff where information is received that indicates they may pose a risk to children and may request candidates to register on the DBS update service.

8.4 We take proportionate decisions on whether to check individuals above and beyond what is legally required dependant on individual circumstances.

8.5 Any visitor to the Madrasah who has not been subject to the necessary checks will be supervised at all times and a risk assessment completed.

8.6 All safer recruitment practices at Madrasah Zeenatul Islam comply with Keeping Children Safe in Education.

9 Allegations of abuse against staff

9.1 Madrasah Zeenatul Islam takes all safeguarding matters including low level concerns and/or allegations that harm to a child has occurred against staff seriously and will manage them in line with this policy.

9.2 Allegations or concerns may include

- Staff having behaved in a way that has harmed a child, or may have harmed a child;
- Staff possibly committing a criminal offence against or related to a child;
- Staff behaving towards a child or children in a way that indicates that he or she may pose a risk of harm to children;

or

- Staff behaving or possibly behaving in a way that indicates they may not be suitable to work with children (including behaviour outside of work). This is known as 'Transferable risk'.

9.3 If a concern or allegation of abuse arises against the Principal, or should there be a conflict of interest to the Principal, it must be immediately reported to the President of the Anjuman.

9.4 If a concern or allegation of abuse arises against any member of staff, temporary teacher, volunteer, trustee or committee member other than the Principal, it must be reported to the Principal without delay.

9.5 Concerns or allegations of abuse against staff must be reported to the Principal or the President of the Anjuman as appropriate and not discussed directly with the person involved.

10 Whistleblowing

10.1 Madrasah Zeenatul Islam operates a culture of safeguarding and all staff should report any concerns about poor or unsafe practice, or Madrasah Zeenatul Islam's safeguarding processes to the Madrasah management team.

10.2 Appropriate whistleblowing procedures are in place whereby the Madrasah management team will take all concerns seriously.

10.3 In the event that a member of staff is unable to raise an issue with Madrasah management team, they should refer to Part 1 of Keeping Children Safe in Education for additional guidance on whistleblowing procedures.

11 Complaints Procedure

The Madrasah operates a complaint procedure which will be followed where a pupil or parent raises a concern about poor practice towards a pupil that initially does not reach the threshold for child protection action. Poor practice examples include unfairly singling out a pupil or attempting to humiliate them, bullying, or belittling a pupil or discriminating against them in some way.

Complaints are managed by the Principal other members of the Madrasah management team and Anjuman Committee members.

12 Children Looked After

12.1 The most common reason for children to be looked-after is because they have experienced abuse and/or neglect. Madrasah Zeenatul Islam recognises that children looked after may have additional vulnerabilities by virtue of this.

12.2 Staff will receive training on how to best safeguard children who are Looked-After and who have been Previously Looked-After.

13 Children with Special Educational Needs and Disabilities (SEND) or physical health needs

13.1 As outlined in Keeping Children Safe in Education (2023), Madrasah Zeenatul Islam is aware that children with additional needs or disabilities may be more vulnerable to abuse both online and offline and additional barriers may exist when recognising abuse and neglect. This could be because;

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- being more prone to peer group isolation or bullying (including prejudice-based bullying) than other children;
- the potential for children with SEN and disabilities or certain medical conditions being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
- communication barriers and difficulties in overcoming these barriers.
- Being unable to understand the difference between fact and fiction in online content
- Communication barriers and difficulties in overcoming these barriers.
- Being unable to understand the difference between fact and fiction in online content

13.2 Any reports of abuse involving children with SEND will therefore require close liaison with the designated safeguarding lead. Staff will also be trained in recognising signs of abuse in children with SEN and disabilities or certain medical conditions.

13.3 Staff will take into account the needs of a child when responding to concerns of abuse or when taking a disclosure.

14 Use of reasonable force

14.1 There may be occasions when staff are required to use reasonable force to safeguard children. We will not use any more force than is proportionate and necessary.

If a situation arises, and restraining is deemed necessary to safeguard the pupil or others that may be harmed then the incident will be recorded, and Principal will be informed. We have successfully been using the de-escalation strategy and have been able to calm pupils down. Sometimes giving them some space or a safe zone for them to calm down would be appropriate.

Any pupils who may require restraining, a risk assessment is put in place and signed by parents.

15. Use of Madrasah premises for non-Madrasah activities

The Anjuman may hire or rent out Madrasah facilities/premises to organisations or individuals. Safeguarding is still considered with this, and the Anjuman will seek assurance that the provider has appropriate safeguarding and child protection policies and procedures in place including liaising directly with the Madrasah on these matters where appropriate.

This applies whether the children in attendance are on the Madrasah's roll or not. The Anjuman will ensure safeguarding requirements are included in any transfer of control agreement and that failure to comply with this would result in termination of the agreement. In the event of an incident, the Anjuman will follow its own policy including informing the LADO.